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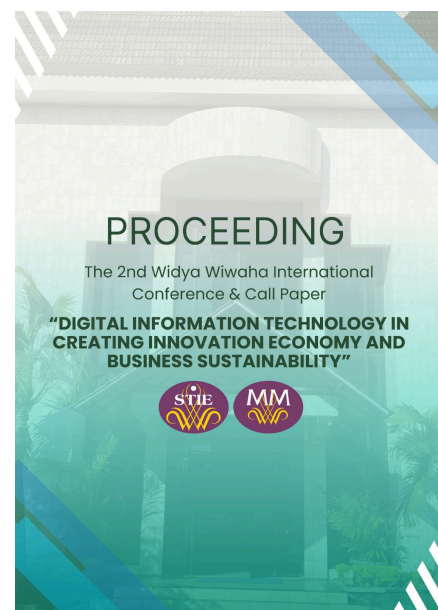
**“DIGITAL INFORMATION TECHNOLOGY IN
CREATING INNOVATION ECONOMY AND
BUSINESS SUSTAINABILITY”**





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International Seminar Proceedings and Call for Paper STIE Widya Wiwaha

Tema
"Digital Information Teknology in Creating Innovation Economy and Business Sustainability"

ISSN 2986-0490

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Cover

DOI: <https://doi.org/10.32477/semnas.v3i1>

PUBLISHED: 2024-11-20

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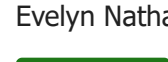
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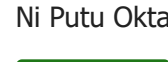
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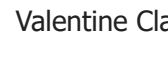
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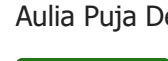
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THE INFLUENCE OF JOB STRESS ON WORK PROCRASTINATION WITH THE LEVEL OF JOB SATISFACTION AS AN *INTERVENING* VARIABLE ON MEMBERS OF THE BRIMOB BATTALION B PIONEER SENTOLO, KULON PROGO

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ABSTRACT

Work stress is a condition of tension experienced by employees in the face of work and creates a physical / psychological imbalance, and affects the emotions, thought processes and conditions of an employee which can cause harm to individuals and related organizations. Procrastination is a delay of a few moments before the *deadline* or a long-term delay to exceed the *deadline* so that it interferes with performance within a limited time span by replacing activities that are not so important. Job satisfaction refers to an individual's general attitude towards his or her job. Job satisfaction is the result of employees' perceptions of the extent to which their work can provide such an emotional state. This study aims to empirically examine the effect of job stress on work procrastination with job satisfaction as an *intervening* variable in members of Brimob Battalion B Pelopor, Sentolo, Kulon Progo. This research was conducted at Mako Brimob Battalion B Pelopor, Sentolo, Kulon Progo. The sample used amounted to 50 people. The method in this study uses quantitative methods. Data collection methods using interviews and questionnaires. The analysis method used is *Partial Least Square* (PLS) which uses the results of the outer model and inner model tests. Based on the results of the study, the following findings were obtained: work stress has a positive and significant effect on work procrastination, work stress has a positive and significant effect on job satisfaction, job satisfaction has a positive and insignificant effect on work procrastination, work stress has an insignificant effect and a direct effect on work procrastination with job satisfaction.

Keywords: Job Stress, Work Procrastination, Job Satisfaction.

INTRODUCTION

In accordance with Article 2 of Law of the Republic of Indonesia No. 2 of 2002 concerning the Indonesian National Police, it is explained that the police have the functions of security and public order, law enforcement, protection, protection, and service to the community. The security and public order in question, contained in Article 1 paragraph (5) of Law No. 2 of 2002 concerning the Indonesian National Police, stipulates that: Security and public order is a dynamic condition of society as one of the prerequisites for the implementation of the national development process which is characterized by the guarantee of order and the rule of law and the maintenance of peace which contains the ability to foster and develop the potential and strength of the community in counteracting, preventing, and overcoming all forms of lawlessness and other forms of disturbance that can disturb the community. Law No. 2 of 2002 is intended to further strengthen the position and role of the National Police as a government function including the maintenance of security and public order, law enforcement, protection, protection

and service to the community that upholds human rights. As an organization, the police have elements and structures as part of the Human Resources management system.

Brimob or Mobile Brigade is one of the oldest units in the Indonesian National Police (POLRI). Brimob has a main function as an elite corps that deals with emergency situations, namely assisting regional police duties and dealing with high-intensity crimes that use firearms and explosives and assignment operations that require fast action. Brimob units are usually deployed in rapid operations for domestic defense and security, and have been equipped with special anti-riot equipment. (Farhan et al., 2018).

In accordance with this function, excellent human resources need to be owned by Brimob units. Of course, quality members have a major contribution in achieving the goals of an organization. Qualified Human Resources have responsibility for their duties and authority, are disciplined and consistent in carrying out their main duties. Qualified Human Resources show behavior such as working according to plan, getting used to starting and finishing work immediately, and other things that show respect for time. Conversely, if the Human Resources / members are not disciplined, do not have responsibility for their duties and work, and do not complete work on time or like to procrastinate, of course this will cause problems for the company / agency. Behavior where members/employees like to delay their work on purpose, either to start work, do or complete work that has become their responsibility is called work procrastination. (Sofyanty, 2020b).

The phenomenon of procrastination not only occurs in companies, but can also occur in other agencies. One of them is the police agency, namely Brimob Battalion B Pelopor, Sentolo, Kulon Progo. The phenomenon of procrastination that occurs in members of Brimob Battalion B Pelopor, Sentolo, Kulon Progo is that members prefer other activities that are felt to be more enjoyable and have nothing to do with their work, such as playing *games* on computers or *smartphones*, watching movies on YouTube, chatting with coworkers and playing gable stone in the Brimob canteen during working hours. These delays can certainly result in piling up work, increasing workload and increasing work stress in line with the *deadline* that has been set. This is also supported based on research conducted by (Kholil, 2020) It was found that around 42% of members / employees of PDAM Tirta Kencana Samarinda had a moderate percentage of procrastination and indicated that work delays in the company were quite large.

Theoretically, there is a relationship between job stress and job satisfaction on procrastination by Brimob members. Job stress is a condition of tension that creates a physical and psychological imbalance that affects emotions, thought processes, and a person's condition. Apart from job stress, there is also a relationship between work procrastination and job satisfaction. Based on previous research conducted by (Fitriantini et al., 2019) stated that job stress has a significant effect on job satisfaction. In addition, job satisfaction also refers to an individual's general attitude towards his job.

Based on the results of initial interviews conducted by researchers on February 12, 2023, the results obtained were as many as 8 out of 10 Brimob members experienced delays in starting and completing tasks. A total of 8 out of 10 Brimob members experienced a decrease in job satisfaction levels resulting in inaction in doing tasks. As many as 7 out of 10 Brimob members experience stress and have a tendency to do other activities that are seen as bringing more entertainment and pleasure.

This is also supported by previous research (Sofyanty, 2020b) which results in a relationship between job stress and job satisfaction on work procrastination. Specifically, Sofyanty's research (2020) at PT Trijaya Pratama Futures Jakarta explains that simultaneously both job stress and job satisfaction affect work procrastination. Based on the explanation above, researchers are interested in further examining the effect of job stress on work procrastination with job satisfaction as an *intervening* variable for members of Brimob Battalion B Pelopor, Sentolo, Kulon Progo.

THEORETICAL FOUNDATION

Work Stress

Job stress is a condition that arises from the interaction between individuals and their jobs, where there are incompatible characteristics and unclear changes that occur in the company. This definition shows that work stress is a job demand that cannot be balanced by the ability of workers. (Mahfudz, 2017). Job stress is a condition of tension that creates a physical and psychological imbalance, which affects the emotions, thought processes and conditions of an employee. People who experience stress can become *nervous* and feel chronic worry. They often become irritable and aggressive, unable to relax or show an uncooperative attitude. (Sofyanty, 2020b).

Job stress is certainly caused by aspects that affect it. The aspects of work stress have three aspects, namely physiological, psychological, and behavioral. The physiological aspect is the body's response in a depressed or stressful condition, such as a fast heartbeat, increased blood pressure, respiratory problems, and even sleeplessness. The psychological or emotional aspect is a response to being depressed because of the job you have. This can make workers feel excessive anxiety, irritability, irritability, decreased motivation, decreased self-confidence, and withdrawal from relationships. Behavioral aspects are physical responses that are vented in the form of attitudes and behaviors, such as procrastination, decreased interpersonal relationships with family and friends, and increased or decreased appetite. (Angwen, 2017).

Factors that cause stress in employees are: 1) Difficult and excessive workload, 2) Pressure and attitude of leaders who are not fair and reasonable, 3) Inadequate time and equipment, 4) Interpersonal conflicts with leaders, 5) Too low compensation. (Dwipayani, 2020).

Work Procrastination

Procrastination comes from the Latin words "*pro*" which means "forward", forward, prefer and "*crastinus*" which means "tomorrow". So from the origin of the word procrastination is preferring to do the task tomorrow rather than completing it today. People who procrastinate are called procrastinators. Procrastination is deliberately delaying a desired activity even though it knows that the delay can produce adverse effects. (Fauziah, 2016). Procrastination is a habit of postponing important work that should be done now and preferring to do something fun like playing cellphones, *browsing*, *games*, etc. Procrastination is postponing a job or action for unpleasant reasons, or even for no apparent reason. (Sofyanty, 2020b).

Aspects of work procrastination (Sofyanty, 2020a) The aspects that influence the emergence of procrastination are influenced by several aspects including (1) delays in starting and completing tasks, (2) delays in doing tasks as a result of doing other things that are not too important, (3) time gaps between plans and actual performance, (4) doing other activities that are more enjoyable. Factors that influence procrastination are categorized into two types, namely: 1. Internal factors, namely the physical condition of the individual and the psychological condition of the individual, 2. External factors, namely parenting style and low supervision environmental conditions. (Sofyanty, 2020b).

Job Satisfaction

Job satisfaction is a pleasant or unpleasant emotional state in which employees view their work. Job satisfaction is a (positive) attitude of the workforce towards their work, which arises based on an assessment of the work situation. (Khofifah, et al., 2020). Job satisfaction is an expression of employee satisfaction about how their work can provide benefits to the organization, which means that what is obtained at work is fulfilling and considered important. Job satisfaction is considered the result of the employee's experience in relation to his own values, such as what he wants and expects from his job. This view can be simplified that job satisfaction is an attitude of the individual and is feedback on his work. (Almigo, 2004).

There are five important characteristics that affect job satisfaction, namely: a. Work, to what extent work tasks are considered interesting and provide opportunities to learn and accept responsibility. b. Wages or salaries, namely the amount received and the perceived state of wages or salaries. c. Supervisor or work supervision, namely the ability of supervisors to help and support work. d. Promotion opportunities, namely the state of opportunities for advancement. e. Coworkers, namely the extent to which colleagues are friendly and competent. Promotion opportunities, namely the state of opportunities for advancement. e. Coworkers, namely the extent to which colleagues are friendly and competent. (Khofifah, et al., 2020).

There are two factors that affect employee job satisfaction, namely 1) Employee factors, namely intelligence (IQ), special skills, age, gender, physical condition, education, work experience, tenure, personality, emotions, way of thinking, perception and work attitude. 2) Work factors, namely type of work, organizational structure, rank (class), position, quality of supervision, financial security, promotion opportunities, social interaction, and work relationships. (Dwipayani, 2020).

Conceptual Framework

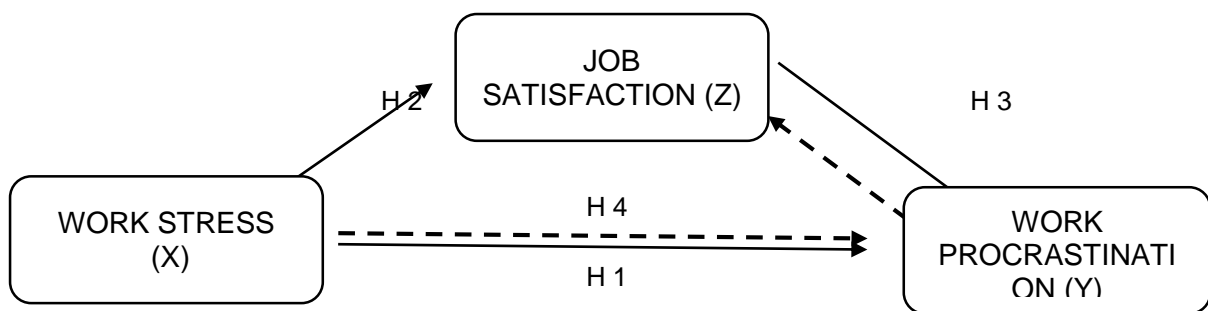


Figure 1. Conceptual Framework

Description:

- X : Work Stress
- Y : Work Procrastination
- Z : Satisfaction as an *intervening* variable

- : The effect of variable X on variables Y and Z
- : The effect of variable X on variable Y with variable Z as an *intervening* variable

Job stress is a condition that arises from the interaction between individuals and their jobs, where there are incompatible characteristics and unclear changes that occur in the company. (Mahfudz, 2017). Based on research conducted by (Sofyanty, 2020b) at PT Trijaya Pratama Futures Jakarta shows the results that work stress affects work procrastination. This is supported by research conducted by (Pradhana & Khoirunnisa, 2022) on students majoring in X who underwent lectures during the Covid-19 pandemic, it was found that the value of 0.952 for the correlation coefficient of academic stress and procrastination. When viewed from the correlation coefficient guidelines, it can be seen that the value of 0.952 is in the very strong correlation coefficient category. From the results of the correlation coefficient analysis, it shows that there is a positive relationship between academic stress and procrastination. Thus it can be explained that the higher the academic stress in students, the higher the procrastination they have. Vice versa, the lower the academic stress in students, the lower the procrastination they have. Based on this description, the following hypothesis can be formulated:

H1: There is a positive and dominant influence between work stress on work procrastination.

Job satisfaction as a pleasant or positive emotional state resulting from an appraisal of one's job or work experience. Job satisfaction is the result of employees' perceptions of the extent to which their work can provide such an emotional state. Job satisfaction can also be said to be a description of an

employee's feelings of pleasure and displeasure with the work done, job satisfaction is an employee's emotional response to a work situation that is determined by the achievement of results, meeting or exceeding expectations. (Sofyanty, 2020b). Based on research conducted by (kkhofifah, et al, 2020) Tekad Karya Putera Situbondo which shows that job stress has a significant effect on job satisfaction. The results of the second hypothesis test by referring to the original sample value, which is positive (0.151) and the P Value value is 0.027 (<0.05), it can be concluded that job stress has a positive and significant effect on job satisfaction. Based on this description, the following hypothesis can be formulated:

H2: There is a positive and significant influence between job stress and job satisfaction.

Job satisfaction refers to an individual's general attitude towards their job. Individuals with high levels of job satisfaction have a positive attitude towards work. Based on research conducted by (Sofyanty, 2020b) at PT Trijaya Pratama Futures Jakarta shows the results of hypothesis testing that from the output, the t value X2 is 0.380 with a significance value of 0.000 far below 0.05. This shows that job satisfaction affects work procrastination. Employees who are relatively satisfied with their jobs will be more responsible for work, love their jobs, have more positive behaviors that support the company's vision and mission so as to minimize work procrastination. The t test results found that the job satisfaction variable also has a positive and significant effect on work procrastination. Based on this description, the following hypothesis can be formulated:

H3: There is a positive and significant effect of job satisfaction on work procrastination.

Research results (Sofyanty, 2020b) at PT Trijaya Pratama Futures Jakarta shows that the t test results found that partially the work stress variable affects work procrastination. The results of hypothesis testing can be seen from the output obtained t value X1 of 0.490 with a significance value of 0.001 far below 0.05. The results of hypothesis testing from the output obtained the t value X2 of 0.380 with a significance value of 0.000 far below 0.05. This shows that job stress affects work procrastination. Likewise, the job satisfaction variable also has a positive and significant effect on work procrastination. It was also found that job stress and job satisfaction simultaneously have a significant effect on work procrastination. Based on this description, the following hypothesis can be formulated:

H4: There is a positive effect of job satisfaction on work procrastination with job satisfaction as an *intervening* variable.

RESEARCH METHODS

Type of research

The type of research used is quantitative. This research was conducted using an *explanatory* method. Quantitative research usually uses an *explanatory* design, where the object of explanatory research is to test the relationship between hypothesized variables. (Mulyadi, 2013) This study uses three types of variables, namely independent, dependent and *intervening* variables. The sampling technique used is *purposive sampling*. *Purposive* sampling is sampling using certain considerations in accordance with the desired criteria to determine the number of samples to be studied.

This research was designed in the form of survey research (Maidiana, 2021). The measuring instrument used in this study consists of 3 scales, namely the work stress scale, work procrastination scale and job satisfaction scale. Measurement of question items in the questionnaire was carried out using a Likert scale. Likert scale is a scale used to measure the perceptions, attitudes or opinions of a person or group regarding an event or social phenomenon. (Pranatawijaya et al., 2019).. Measurement of question items in the questionnaire was carried out using a Likert scale with the categories: Very Suitable (SS), Suitable (S), Less Suitable (KS), Not Suitable (TS), Very Not Suitable (STS). Strongly Appropriate (SS) has a score of 5 and Strongly Unsuitable (STS) has a score of 1.

To obtain the data needed in this study, the researchers chose Mako Brimob B Battalion B Pelopor, Sentolo, Kulon Progo as a research site. Mako Brimob Battalion B Pelopor is located at Jalan Wates KM 16, Sentolo, Sentolo, Kulon Progo . While the time of this research was conducted for 5 months, namely from April 2023 to September 2023. The research time was carried out after the Battalion level morning apple from 09.00 - 12.00 WIB.

Population and sample

The population is the total group of elements that the researcher wants to study further, while the sample is the group of elements that the researcher investigates directly. (Firmansyah & Dede, 2022). The population and sample in this study were members of Brimob Battalion B Pelopor, Sentolo, Kulon Progo. The population in Brimob Battalion B Pelopor, Sentolo, Kulon Progo, is 100 people. The criteria that will be used as respondents are members of Brimob Battalion B Pelopor, Sentolo, Kulon Progo who are still active, under the age of 40 and are not carrying out BKO (Operational Control Assistance) duties either inside or outside the city.

Meanwhile, to determine the number of samples, you can use the Slovin formula. According to (Hendra, 2017) the formula is as follows:

$$n = \frac{N}{1 + Ne^2}$$

Description:

n: sample size,

N: population size,

e: percentage allowance for sampling error

Where:

$$n = \frac{100}{1 + 100 \cdot (10\%)^2} = 50$$

Based on the results of these calculations, the number of respondents in this study was 50 people (Hendra, 2017).

Data Collection Methods

The collection method used in this research is using primary data and secondary data. Primary data is data obtained by researchers directly from observations. Meanwhile, secondary data is data obtained by researchers from existing sources or not directly. (Sinaga, 2020). Primary data was obtained through questionnaires distributed to respondents. Meanwhile, secondary data comes from literature reviews, reading books, journals, references and other media related to the research being conducted.

Data analysis technique

Data analysis is one of the research processes carried out after all the data needed to solve the problem under study has been obtained completely. In this study, the data analysis method used was statistical analysis techniques. Statistical analysis was chosen because statistics are a scientific method that is prepared to collect, compile, present and analyze research data in the form of numbers. (Inanta et al., 2022).

Hypothesis testing is a test of a statement using statistical methods so that the test results can be declared statistically significant. Hypothesis testing in this study uses correlational data analysis methods. To test the hypothesis and produce a feasible *model (fit)*, this study uses *Structural Equation Modeling (SEM)* with a *variance-based* or *component-based* approach with *Partial Least Square (PLS)*. The *software* application is *SmartPLS* version 4.0.9.5 .

PLS is one of the alternative methods that can answer the above problems because PLS is a *soft* method or *soft model* that in its calculations does not require strict assumptions, both regarding the distribution of observable variables and the sample size, which does not have to be large. The path

analysis model of all latent variables in PLS consists of two sets of relationships: (1) *Inner model* that specifies the relationship between latent variables, (2) *Outer model* that specifies the relationship between latent variables and their indicators or manifest variables. (Ningsi, 2018).

RESEARCH RESULTS AND DISCUSSION

Outer Model

1. Validity Test

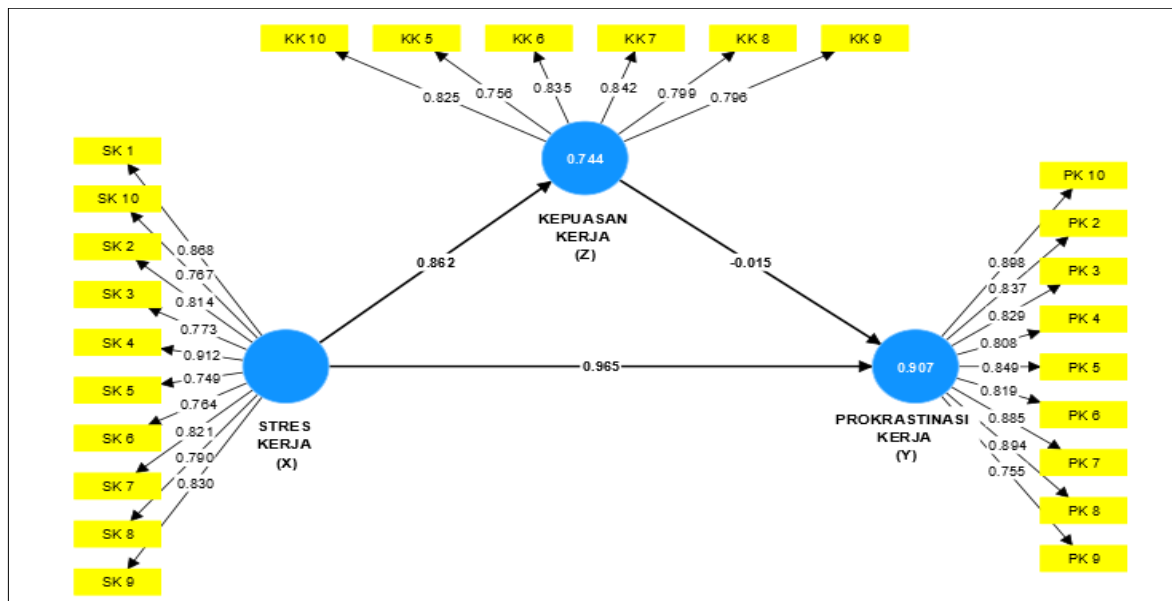


Figure 2. outer model
(Source: Data processed 2023)

a. Convergent Validity

The first stage in testing the questionnaire results with Smart PLS V 4.0.9.5 is *outer model* evaluation. The first step is to test construct validity in the form of convergent validity. The results of processing or testing convergent validity data where the *loading factor* must be above 0.7. From the *outer loading* image, it can be described in a table that explains the results of data processing on convergent validity. An indicator is declared to meet *convergent validity* in a good category if the *outer loading* value is > 0.7 and if there is a value below 0.7, it must be removed so as not to affect the validity results in the study.

Table 1. Convergent Validity Results

WORK STRESS (X)		WORK PROCRASINASI (Y)		JOB SATISFACTION (Z)	
SK 1	0.868	PK 2	0.837	KK 5	0.756
SK 2	0.814	PK 3	0.829	KK 6	0.835
SK 3	0.773	PK 4	0.808	KK 7	0.842
SK 4	0.912	PK 5	0.849	KK 8	0.799
SK 5	0.749	PK 6	0.819	KK 9	0.796
SK 6	0.764	PK 7	0.885	KK 10	0.825
SK 7	0.821	PK 8	0.894		
SK 8	0.790	PK 9	0.755		
SK 9	0.830	PK 10	0.898		
SK 10	0.767				

(Source: Data processed 2023)

b. Discriminant Validity

The *discriminant validity* test uses the *cross loading* value. An indicator is declared to meet *discriminant validity* if the *cross loading* value of the indicator on its variable is the largest compared to other variables. The *cross loading* value of each construct is evaluated to ensure that the construct correlation with the measurement item is greater than that of other constructs. The expected *cross loading* value is greater than 0.7 (Furadantin, 2018). The following is the *discriminant validity* value using the *cross loading* value of each indicator:

Table 2: Discriminant Validity Results

INDICATOR	JOB SATISFACTION _(Z)	WORK PROCRASTINATION (Y)	WORK STRESS _(X)
KK 5	0.756	0.640	0.676
KK 6	0.835	0.664	0.692
KK 7	0.842	0.597	0.617
KK 8	0.799	0.614	0.644
KK 9	0.796	0.677	0.718
KK 10	0.825	0.753	0.810
PK 2	0.719	0.837	0.829
PK 3	0.753	0.829	0.817
PK 4	0.630	0.808	0.723
PK 5	0.631	0.849	0.772
PK 6	0.738	0.819	0.797
PK 7	0.732	0.885	0.822
PK 8	0.749	0.894	0.877
PK 9	0.567	0.755	0.727
PK 10	0.662	0.898	0.841
SK 1	0.780	0.811	0.868
SK 2	0.736	0.807	0.814
SK 3	0.677	0.714	0.773
SK 4	0.788	0.838	0.912
SK 5	0.736	0.744	0.749
SK 6	0.558	0.743	0.764
SK 7	0.677	0.771	0.821
SK 8	0.605	0.756	0.790
SK 9	0.688	0.768	0.830
SK 10	0.709	0.755	0.767

(Source: Data processed 2023)

c. Average Variant Extracted (AVE)

Apart from observing the *cross loading value*, *discriminant validity* can also be determined through another method, namely by looking at the *average variant extracted (AVE)* value. For each indicator, the value is required to be > 0.5 for a good model. The AVE value is at least 0.5, which this value illustrates adequate convergent validity, which means that one latent variable is able to explain more than half of the variance of its indicators on average and includes a good model. (Sarwono, 2012).

Table 3. Average Variance Extracted (AVE) Results

Variables	Average Variance Extracted (AVE)
WORK STRESS (X)	0,657
WORK PROCRASTINATION (Y)	0,710
JOB SATISFACTION (Z)	0,655

(Source: Data processed 2023)

2. Reliability Test

a. Composite Reliability

The next step in processing data with SmartPLS after the construct validity test in the form of convergent validity and discriminant validity is the reliability test. The results of this reliability test can be assessed in two ways, namely *Cronbach's Alpha* and *Composite Reliability*. *Composite Reliability* is the part used to test the reliability value of indicators on a variable. A variable can be declared to meet *composite reliability* if it has a *composite reliability* value > 0.6. The results of table 4. show the *composite reliability* value of each variable used in the study and all variables have a high level of reliability.

Table 1. Composite Reliability Results

Variables	Composite Reliability
WORK STRESS (X)	0.950
WORK PROCRASTINATION (Y)	0.956
JOB SATISFACTION (Z)	0.950

(Source: Data processed 2023)

b. Cronbach Alpha

The reliability test with *composite reliability* above can be strengthened by using the *Cronbach alpha* value. For reliability, *Cronbach's alpha* can be used. This value reflects the reliability of all indicators in the model. The minimum value is 0.7 (Sarwono, 2012). A variable can be declared reliable or meet *Cronbach alpha* if it has a *Cronbach alpha* value > 0.7.

The following is the *Cronbach alpha* value of each variable:

Table 5. Cronbach Alpha Results

Variables	Cronbach's Alpha
WORK STRESS (X)	0.941
WORK PROCRASTINATION (Y)	0.948
JOB SATISFACTION (Z)	0.895

(Source: Data processed 2023)

Inner Model

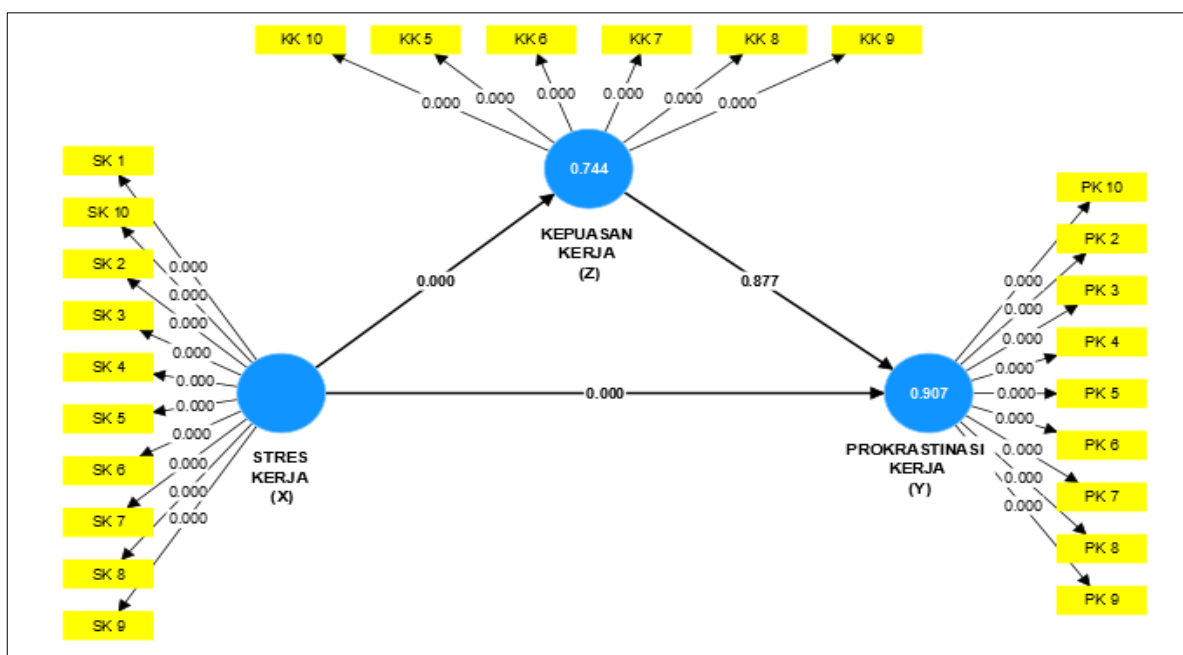


Figure 3. Inner Model

(Source: Data processed 2023)

a. Variance Inflation Factor (VIF)

Smart PLS Version 4.0.9.5 uses the *Variance Inflation Factor* (VIF) to evaluate collinearity. Multicollinearity is a phenomenon in which two or more independent variables or exogenous constructs are highly correlated, causing the predictive ability of the model to be poor. The VIF value must be less than 5, or the *inner* VIF value below 5 indicates that there is no multicollinearity between variables, because if it is more than 5, it indicates that there is collinearity between constructs. (Furadantin, 2018). The criteria for VIF testing are as follows:

- a. VIF value > 5 indicates there is a multicollinearity problem.
- b. A VIF value of <5 indicates there is no multicollinearity problem.

In Table 6. the estimation results show the *inner* VIF value < 5, so the level of multicollinearity between variables is low and that the results of the SEM PLS V 4.0.9.5 parameter estimation are unbiased.

Table 6. Multicollinearity Analysis Results (Inner VIF)

VARIABLES	WORK STRESS	WORK PROCRASTINATION	JOB SATISFACTION
JOB SATISFACTION		3.903	
WORK STRESS		3.903	1.000

(Source: Data processed 2023)

b. R-Square and Adjusted R-Square

R-Square is a measure of the proportion of variation in the value of the affected variable (endogenous) that can be explained by the variables that affect it (exogenous). In addition, *Adjusted R-Square* is used as a reference in this study. This is useful for predicting whether the model is good or bad, with criteria: if the *adjusted* value = 0.75, then the model is substantially strong, if the *adjusted* value = 0.50 then the model is moderate, and if the *adjusted* value = 0.25 then the model is weak (bad). (Juliandi, 2018).

The *Adjusted R-Square* of job satisfaction is 0.738 or 73.8% and the *Adjusted R-Square* of work procrastination is 0.903 or 90.3%. Although the value of *R-Square Adjusted* is smaller than *R-Square*, *R-Square Adjusted* shows stable results and the value of *R squared adjusted* does not always increase when additional variables are added. (Santoso, 2018). The results of the *R-Square* and *R-Square adjusted* values are as follows:

Table 7. Results of R-Square and adjusted R-Square Values

Variables	R-Square	Adjusted R-square
JOB SATISFACTION	0.744	0.738
WORK PROCRASTINATION	0.907	0.903

(Source: Data processed 2023)

c. Cross-validated Redundancy (Q2)

The *goodness of fit* assessment is known from the *Q-Square* value. The *Q-Square* value has the same meaning as the *coefficient of determination (R-Square)* in regression analysis, where the higher the *Q-Square*, the better or more *fit the* model is with the data. The results of the calculation of the *Q Square* value are as follows:

$$\begin{aligned}
 Q\text{-Square} &= 1 - [(1 - R_1) \times (1 - R_2)] \\
 &= 1 - [(1 - 0,744) \times (1 - 0,907)] \\
 &= 1 - (0,256 \times 0,093) \\
 &= 1 - 0,023 \\
 &= 0,977
 \end{aligned}$$

Based on the results of the above calculations, the *Q-Square* value is 0.977. This shows that the amount of diversity of research data that can be explained by the research model is 97.7%. While the remaining 2.3% is explained by other factors that are outside this research model. Thus, from these results, this research model can be declared to have good *goodness of fit*.

d. Effect Size (f2)

In addition to assessing whether or not there is a significant relationship between variables, it should also assess the magnitude of the influence between variables with *Effect Size* or *f-square*. The *f square* value of 0.02 is small, 0.15 is medium, and 0.35 is large. Values less than 0.02 can be ignored or assumed to have no effect. (Furadantin, 2018). The *F-Square* value obtained by the work procrastination variable is 2.577. This value explains that work procrastination has a big influence on job stress. Meanwhile, job satisfaction on job procrastination has an *F Square* value of 0.001 and below 0.2, which means it is ignored or the variable has no effect / influence. The results of the *F-Square* value are as follows:

Table 8. Results of F-Square Value

VARIABLES	JOB SATISFACTION	WORK PROCRASTINATION	WORK STRESS
JOB SATISFACTION		0.001	
WORK STRESS	2.903	2.577	

(Source: Data processed 2023)

e. Path Coefficients

The *path coefficients* range from -1 to +1. The closer the value is to +1, the stronger the relationship between the two constructs. A relationship that is closer to -1 indicates that the relationship is negative (Furadantin, 2018). Based on the data presentation in table 9, it can be seen that the *Path Coefficients* value for the job satisfaction variable with work procrastination is -0.015, which means it indicates that the relationship is negative. For job stress variables with job satisfaction is 0.862, which means that the relationship between the two constructs is getting stronger and has a positive value. Then for the work stress variable with work procrastination is 0.965, which means that the relationship between the two constructs is getting stronger and has a positive value.

Table 9. Path Coefficients Value

HYPOTHESIS	PATH COEFFICIENTS
JOB SATISFACTION => WORK PROCRASTINATION	-0,015
JOB STRESS => JOB SATISFACTION	0,862
WORK STRESS => WORK PROCRASTINATION	0,965

(Source: Data processed 2023)

3). Hypothesis Test

a.) Direct Effect Hypothesis Testing.

Hypothesis testing in this study was carried out by looking at the *T-Statistics* value and the *P-Values* value. The research hypothesis can be declared accepted if the *P-Values* value <0.05. The following are the hypothesis test results obtained in this study through table 10. below:

Table 10. T-Statistics and P-Value/Direct Effect

HYPOTHESIS	INFLUENCE	T-STATISTICS	P-VALUES	RESULTS
H 1	WORK STRESS => WORK PROCRASTINATION	12.259	0.000	ACCEPTED

H 2	JOB STRESS => JOB SATISFACTION	19.694	0.000	ACCEPTED
H 3	JOB SATISFACTION => WORK PROCRASTINATION	0.155	0.877	REJECTED

(Source: Data processed 2023)

Based on the results of hypothesis testing in Table 10. it can be seen as follows:

- 1) The first hypothesis (H 1) shows that the *t statistic* is $12.259 > 1.96$ and the *p value* is $0.000 < 0.05$, so statistically H_0 is rejected and H_a is accepted, meaning that there is a positive and significant influence between work stress and work procrastination. In the table above, it can also be seen that the presence of job stress in influencing work procrastination has a high influence. This means that the higher the employee experiences work stress, the higher the work procrastination in the employee.
- 2) The second hypothesis (H 2) shows that the *t statistic* is $19.694 > 1.96$ and the *p value* is $0.000 < 0.05$, so statistically H_0 is rejected and H_a is accepted, meaning that there is a positive and significant influence between job stress and job satisfaction. In the table above, it can also be seen that the existence of job stress in influencing job satisfaction has a high influence. This means that the more employees experience job stress, the lower the job satisfaction of employees.
- 3) The third hypothesis (H 3) shows that the *t statistic* $0.155 > 1.96$ and *p value* $0.877 < 0.05$, so statistically H_0 is accepted and H_a is rejected, meaning that there is a positive and insignificant influence between job satisfaction and work procrastination. The existence of job satisfaction in influencing work procrastination has a low influence. This means that the higher the job satisfaction, the lower the work procrastination in employees.

b). Indirect Hypothesis Testing / Mediation Effect

This analysis is more to explain the results of significant effects indirectly or using mediation. The criteria for determining the indirect effect (*indirect effect*) Juliandi (2018) are:

1. If the *P-value* < 0.05 , then it is significant and the effect is indirect.
2. If the *P-value* > 0.05 , then it is not significant and the effect is direct.

The following are the test results of the mediation effect as shown in Table 11 below.

Table 11. T-Statistics and P-Value / Indirect Effect

HYPOTHESIS	INFLUENCE	T-STATISTICS	P-VALUES	RESULTS
H 4	JOB STRESS => JOB PROCRASTINATION => JOB SATISFACTION	0.149	0.881	REJECTED

(Source: Data processed 2023)

The conclusion of the indirect effect value in Table 4.14 is as follows:

- 1) The fourth hypothesis (H 4), namely the *P Value* of $0.881 > 0.05$, then statistically H_0 is accepted and H_a is rejected, which means that the hypothesis is not significant and the effect is direct. The direct effect between work stress variables on work procrastination with job satisfaction as an *intervening* variable. Job stress and job procrastination simultaneously have a significant effect on job satisfaction. This means that the relationship between the variables of job stress and job procrastination with job satisfaction is direct. Job satisfaction is not a variable that mediates between job stress and work procrastination. So, this relationship does not require *intervening* variables or job satisfaction does not play a role in *intervening* variables.

Discussion

The first hypothesis (H 1) shows that the *t statistic* is $12.259 > 1.96$ and *the p value* is $0.000 < 0.05$, so H_a is accepted, meaning that the work stress variable has a positive and significant influence on work procrastination. The existence of job stress in influencing work procrastination has a high influence. This is in line with research conducted by (Sofyanty, 2020b) at PT Trijaya Pratama Futures Jakarta shows the results that work stress affects work procrastination. This is also supported by research conducted by (Pradhana & Khoirunnisa, 2022) on students majoring in X who underwent lectures during the Covid-19 pandemic, it was found that the value of 0.952 for the correlation coefficient of academic stress and procrastination. When viewed from the correlation coefficient guidelines, it can be seen that the value of 0.952 is in the very strong correlation coefficient category. Thus it can be explained that the higher the work stress in members of Brimob Battalion B Pelopor Sentolo, Kulon Progo, the higher the work procrastination they have. Vice versa, the lower the job stress in members of Brimob Battalion B Pelopor Sentolo, Kulon Progo, the lower the work procrastination they have.

The second hypothesis (H 2) shows that the *t statistic* is $19.694 > 1.96$ and *the p value* is $0.000 < 0.05$, so H_a is accepted, meaning that there is a positive and significant influence between job stress and job satisfaction. The existence of job stress in influencing job satisfaction has a high influence. The results of this study are in line with research conducted by (Khofifah, et al, 2020) job stress has a significant effect on job satisfaction. The results of the second hypothesis test with reference to the original sample value, which is positive (0.151) and the P Value value of 0.027 (< 0.05), it can be concluded that job stress has a positive and significant effect on job satisfaction.

The third hypothesis (H 3) shows that the *t statistic* is $0.155 > 1.96$ and *the p value* is $0.877 < 0.05$, so H_a is rejected, meaning that there is a positive and insignificant influence between job satisfaction and work procrastination. The existence of job satisfaction in influencing work procrastination has a low influence. The results of this study are in line with research conducted by (Sofyanty, 2020b) at PT Trijaya Pratama Futures Jakarta, shows the results of hypothesis testing that from the output obtained the t value X2 of 0.380 with a significance value of 0.000 far below 0.05. This shows that job satisfaction affects work procrastination. The t test results found that the job satisfaction variable also has a positive and significant effect on work procrastination. Employees who are relatively satisfied with their jobs will be more responsible for work, love their jobs, have more positive behaviors that support the company's vision and mission so as to minimize work procrastination. Conversely, employees who are not satisfied with their jobs, among others, can experience problems such as lack of discipline, lack of responsibility and can experience work procrastination (like to delay work) problems in their work.

The fourth hypothesis (H 4) is the P-value of $0.881 > 0.05$, so it is not significant and the effect is direct. The direct effect between work stress variables on work procrastination with a P-Value of $0.881 > 0.05$ and a t-statistic of $0.149 < 1.96$, then job satisfaction has a direct effect. The results of this study are in line with research (Sofyanty, 2020b) at PT Trijaya Pratama Futures Jakarta shows that the results of the t test found that partially the work stress variable affects work procrastination. The results of hypothesis testing can be seen from the output obtained t value X1 of 0.490 with a significance value of 0.001 far below 0.05. The results of hypothesis testing from the output obtained the t value X2 of 0.380 with a significance value of 0.000 far below 0.05. This shows that job stress affects work procrastination. Likewise, the job satisfaction variable also has a positive and significant effect on work procrastination. It was also found that job stress and job satisfaction simultaneously have a significant effect on work procrastination. Job stress and job procrastination simultaneously have a significant effect on job satisfaction, meaning that the relationship between job stress variables on job procrastination and job satisfaction is direct. Job satisfaction is not a mediating variable between job stress and work procrastination. So, this relationship does not require *intervening* variables or job satisfaction does not play a role in *intervening* variables.

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the research results from data analysis and discussion related to the analysis of the effect of job stress on work procrastination with job satisfaction level as an *intervening* variable in members of Brimob Battalion B Pelopor, Sentolo, Kulon Progo, it can be concluded as follows:

1. Job stress has a positive and significant effect on work procrastination in members of Brimob Battalion B Pelopor, Sentolo, Kulon Progo. The existence of job stress in influencing work procrastination has a high influence.
2. Job stress has a positive and significant effect on job satisfaction in members of Brimob Battalion B Pelopor, Sentolo, Kulon Progo. The existence of job stress in influencing job satisfaction has a high influence.
3. Job satisfaction has a positive and insignificant effect on work procrastination in members of Brimob Battalion B Pelopor, Sentolo, Kulon Progo. The existence of job satisfaction in influencing work procrastination has a low / insignificant effect.
4. Job stress has an insignificant effect and a direct effect on work procrastination with job satisfaction as an intervening variable for members of Brimob Battalion B Pelopor, Sentolo, Kulon Progo. This means that job satisfaction is not a variable that mediates between job stress and work procrastination. Job stress and work procrastination simultaneously have a significant effect on job satisfaction, meaning that the relationship between the variables of job stress and work procrastination with job satisfaction is direct. Job satisfaction is not a mediating variable between job stress and work procrastination. So, this relationship does not require *intervening* variables or job satisfaction does not play a role in *intervening* variables.

Advice

Members of Brimob Battalion B Pelopor, Sentolo, Kulon Progo must be able to know the aspects / indicators of job stress, job procrastination and job satisfaction so that the work of members of Brimob Battalion B Pelopor, Sentolo, Kulon Progo can run well, work can also be carried out with discipline, on time and with a full sense of responsibility and in their work has a good level of job satisfaction, because job satisfaction refers to the general attitude of an individual towards his job.

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